



## Early Journal Content on JSTOR, Free to Anyone in the World

This article is one of nearly 500,000 scholarly works digitized and made freely available to everyone in the world by JSTOR.

Known as the Early Journal Content, this set of works include research articles, news, letters, and other writings published in more than 200 of the oldest leading academic journals. The works date from the mid-seventeenth to the early twentieth centuries.

We encourage people to read and share the Early Journal Content openly and to tell others that this resource exists. People may post this content online or redistribute in any way for non-commercial purposes.

Read more about Early Journal Content at <http://about.jstor.org/participate-jstor/individuals/early-journal-content>.

JSTOR is a digital library of academic journals, books, and primary source objects. JSTOR helps people discover, use, and build upon a wide range of content through a powerful research and teaching platform, and preserves this content for future generations. JSTOR is part of ITHAKA, a not-for-profit organization that also includes Ithaka S+R and Portico. For more information about JSTOR, please contact [support@jstor.org](mailto:support@jstor.org).

attitude of giving a man a job merely because he is a cripple—a sort of modified alms flung at him by the stupidly sympathetic.

There are separate chapters for each of the principal classes of disabled men—the crippled, the blind, the deaf, the tubercular, the mental cases; and chapters on the work of the European combatant nations, Allied and enemy, as well as one on the plans of the United States for this group—fortunately small in comparison with those of the more veteran nations.

The disabled man, to a reader of this book, becomes an epitome of the whole group of problems that require what is called “case work.” Demanded are, for his proper treatment, a careful study of his needs, of his abilities, of the educational and industrial resources of the community; and most of all, intelligent, sympathetic, firm assistance.

An outstanding merit of the book is its colloquial style. A subject on which the general public needs infinite enlightenment is not buried beneath a mass of technical terminology that requires the expert to understand it. Instead it is a book which the uninitiated can read and will. It is enriched by a large number of effective illustrations, mostly photographs showing the achievements of the disabled soldier of the European armies.

C. E. GEHLKE

SOUTHWESTERN DIVISION  
AMERICAN RED CROSS  
ST. LOUIS, MO.

---

*Management and Men: A Record of New Steps in Industrial Relations.* By MEYER BLOOMFIELD. New York: Century Co., 1919. Pp. x+591. \$3.50.

This volume is a valuable addition to the literature of industrial relations in that it voices the newer, more progressive point of view in the matter of personnel administration. The work carries particular weight in that it is an exposition of actual British experience. The author gives a careful discussion of the changes in industrial relations which resulted from the increased demands made by the war upon the productive forces; the mutually sympathetic and co-operative spirit engendered between employers and employees through the union of their efforts in a common purpose; the resultant recognition on the part of employers of both the justice and the practicability of the demands of the employees for a share in the management of industry; and the practical policies and methods, instituted in accordance with these viewpoints, for the reconstruction of British industry. He shows by

specific illustrations the prevalent attitudes of both employers and employees toward this industrial program in process of introduction.

In style this work is descriptive and expository rather than analytical. It is written to appeal to the general reader rather than to the specialized student of industrial relations. Although subject to limitations as a scientific treatise, it fills the need for a discussion within the understanding of the general reader. In the appendixes, comprising nearly four hundred pages, the author has brought together documentary materials dealing with various phases of industrial conditions of the war period. The specialist will find this collection valuable source material.

R. W. STONE

GOUCHER COLLEGE

---

*Women's Wages.* A Study of the Wages of Industrial Women and Measures Suggested to Increase Them. By EMILIE JOSEPHINE HUTCHINSON, PH.D., Columbia University, 1919. (Columbia University Studies in History, Economics, and Public Law, Vol. 89.) New York: Longmans, 1919. Pp. 179. \$1.50.

This book, submitted as a Doctor's thesis to Columbia University, is a painstaking, clearly written analysis of the wages of women and the factors affecting them. Nearly half the space is given to a discussion of minimum-wage legislation and its possibilities. Trade unionism and vocational training are included with minimum-wage laws as the chief methods of raising the present low standards. The facts presented are drawn almost exclusively from reports prepared before the war, and although occasional references are made to the work of women during the war, and their position after it, the discussion seems not to have been influenced by the changes in the aspects of labor problems since 1914. It is unfortunate that certain old opinions, which have never had satisfactory statistical proof, such as "From five to seven years is the average length of the girl's wage-earning life," are repeated without supporting evidence. New questions, like those raised by Mrs. Webb's minority report on "The Relation between the Wages of Women and Men" in the Report of the British War Cabinet Committee, are not presented.

As a history of data and opinions before the war the book is useful, and with the persistence of many of the same tendencies in women's work it will have continued value.

MARY VAN KLEECK

DIVISION OF INDUSTRIAL STUDIES  
RUSSELL SAGE FOUNDATION  
NEW YORK